

असाधारण

EXTRAORDINARY

भाग I-खण्ड 1

PART I—Section I

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

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इस भाग में भिम्म पुष्ठ संख्या दी जाती हैं जिससे कि वह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LABOUR AND EMPLOYMENT

RESOLUTION

New Delhi, the 19th September 1965

No WB-3(14)/65.—By their Resolution No. WB-3(5)/61/1, dated the 7th July, 1961, the Government of India appointed a Central Wage Board for the Coffee Plantation Industry, with the following composition and terms of reference:—

I. COMPOSITION

Chairman

Shri L. P. Dave.

Independent Members

Shri T. Manaen, M.P. Dr. P. Balakrishna.

Members representing employers

Shri U. K. Lakshman Gowda.

Shri M. B. Cariappa.

Members representing workers

Shri M. C. Narasimhan.

Shri P. Vriddhagiri.

Consequent on the resignation of Dr. R. Balakrishna, Shri V. L. D' Souza was appointed as member of the Wage Board.

II. TERMS OF REFERENCE

"To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages as iar as practicable."

In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages, also take into account:

- (i) the needs of the industry in a developing economy;
- (ii) the system of payment by results;
- (iii) the special characteristics of the industry in various regions and areas;
- (iv) categories of workers to be covered (This may be according to the definition of workman in the Industrial Disputes Act);
- (v) working hours in the industry.

Explanation.

Whenever applying the system of payment by results the Board shall keep in view the need for fixing minimum (fall-back) wage and also to safeguard against over-work and undue speed.

- 2. The Wage Board made recommendations for grant of interim wage increase. These were accepted by Government. The Board's final report was received by Government on the 6th August, 1965. A summary of the recommendations is appended.
- 3. After careful consideration Government have decided to accept the recommendations made in the Board's report and to request the employers, the workers and the State Governments concerned to implement the same expeditiously.
- 4. The Government of India wishes to express their appreciation of the Board's work in dealing with the matter referred to them and submitting a unanimous report.

ORDER

. Ordered that a copy of the Resolution be communicated to all concerned.

Ordered also that the Resolution be published in the Gazette of India extraordinary for general information.

APPENDIX

Summary of Board's recommendations

- (1) All coffee plantations are covered by the Board's recommendations. The coffee curing works are excluded.
- (2) All workers employed in coffee estates coming within the definition of workman under section 2 of the Industrial Disputes Act, 1947 are covered by the Board's recommendations.
- (3) No contract labour is to be employed in connection with the normal work of coffee plantations except for urgent work owing to extraordinary circumstances. Contract labour is also to be considered as covered by the Board's recommendations and no differentiation is to be made between contract labour and regular workers of the estates in the matters of wages. The principal employer is responsible for implementing all labour laws.
- (4) The wage rates recommended are in relation to the daily working hours i.e., a full 8 hours work for adults and $4\frac{1}{2}$ hours work for chidren.
- (5) Board's recommendations are to remain in force for a period of five year the new wage structure is to come into force from 1st July, 1964 in case of certicategories of workers and in case of others, from 1st January, 1965.

(6) The daily minimum rates of wages for the field workers have been fixed which differ between men, women, adolescents and children, as also according to coffee growing areas and the acreage. There are two sets of wages for Mysore State—one for estates of 50 acres and above and the other for estates of below 50 acres. There are three sets of wages in Madras—(i) for estates of 50 acres and above (2) for estates below 50 acres and (3) for all estates in Madurai and Salem districts. Kerala will also have three sets of wages—(1) for estates of 300 planted acres and more in Wynaad (2) for estates below 300 planted acres in Wynaad and (3) for all estates in other areas of Kerala.

The wages start with a minimum from 1st July, 1964 and by periodic increases reach the maximum on 1st July, 1968. The period, except in Madras for estates of below 50 acres, is 6 months in the case of first increase and one year in all other cases. Starting wages (from 1st July, 1964), are different for different areas. In Madurai and Salem districts of Madras State, they start at Rs. 1.65 per day for males. In other parts of Madras State and in Mysore State, wages differ for estates below 50 acres, and estates of 50 acres and above. In estates of 50 acres and above in all these areas, they start at Rs. 1.80. In estates below 50 acres, they start at Rs. 1.71 in Mysore State and Rs. 1.78 in Madras State. In Wynaad in Kerala State, they start at Rs. 1.68 in case of estates below 300 acres and at Rs. 1.80 in case of others. In other parts of Kerala State they start at Rs. 1.83.

The differences are gradually reduced. From 1st July, 1968 there will be only two sets of wages: Rs. 2·12 and Rs. 2·20. The former will be applicable in cases below 50 acres in Madras and Mysore States, all estates in Madural and Salem districts and estates below 300 acres in Wynaad. The latter would apply to other estates.

- (7) Fixation of picking rates (which are piece rates) is not feasible. The picking rates are however to be revised every year bearing in mind the increased wages which the time rate workers would be getting at the time of such revision and the relevant factories which are at present being taken into account in fixing the picking rates.
- (8) Maistries, in different regions are to get different wages. Mysore has been divided into two regions; (i) Mysore State except Coorg. and (ii) Coorg. The wage rates for maistries in Mysore State except Coorg start from Rs. 2·10 a day on 1st July, 1964 and go up to Rs. 2:50 on 1st July, 1968; while in Coorg the wage rates of maistries start at Rs. 2·30 and go upto Rs. 2:70.
- (9) Wage increases of differing nature are payable to maistries (including kole-maistries) in Madras and Kerala States from 1st July, 1964. The maistries covered by the memoranda of settlements in Madras and Kerala States and the kole-maistries are to get 24 paise more than their daily wage on 30th June, 1964, if that wage had been fixed after including commission or head-money. But the maistries absorbed as supervisors without commission or head-money and those promoted from labour ranks are to get the minimum time rate of the adult male worker for the time being in force plus a differential of 60 paise per day.
- (10) Supervisors directly recruited by the estates of 50 planted acres and above, after 4th November, 1958 in Madras and after 20th September, 1962 in Kerala are to be placed in the scale of Rs. 2·50-0·20—Rs. 3·90 and their wages are to be fixed in that scale in accordance with the rules laid down in that behalf. Daily wages have however been prescribed for supervisors directly recruited on estates of below 50 planted acres. Starting at Rs. 2·30 on 1st July, 1964, and with periodic increases, the daily wage of these supervisors would be Rs. 2·70 from 1st July, 1968.
- (11) The existing pay scales of the staff, which differ according to estate grading, whether they are large, medium or small, are to continue except for some changes in the maximum of their pay scales. The increases in the staff's total wages are by way of increases in dearness allowance rates as shown in the new schedule of dearness allowance given in the Report.
- (12) Existing pay scales of the employees in the excluded categories in Madras and Kerala States, i.e., qualified mid-wives, lorry, tractor and ambulance drivers and non-SSLC teachers and non-SSLCK. Ps. (Kanakku pillals) are to be revised from 1st January, 1965, and the new scale is Rs. 35—3—53—4—65—5—110.
- (13) Members of the staff in all the states of Mysore, Madras and Kerala and excluded categories of employees in Madras and Kerala States are to get an additional increment in the existing scales of pay on 1st January, 1965 and rules have been prescribed for fixing their pay in the new scales.

- (14) Existing rates of servant allowance are to continue. *i.e.*, at the rate of Rs. 35 per month in all coffee estates except in small A coffee estates in Mysore where the rate of servant allowance is Rs. 17:50 per month,
- (15) Pay scales of non-staff categories of employees in Madras and Kerala States, other than the excluded categories, such as car drivers, tractor drivers, vehicle drivers, mechanics, poons, office attenders, wardboys and watchmen, both for daily rated as well as monthly rated, have been prescribed and the rules of fitment have been laid down.
- (16) Artisans like carpenters, blacksmiths, etc., who are not usually borne on the regular pay rolls, are to be paid fixed periodic increases.
- (17) The gratuity schemes for labour and staff which cover a large section of workers at present are also to apply to other workers.
- (18) Any split of a coffee estate, as it existed on 30th June. 1964, into smaller units for any reason whatsoever is not to affect the wages of workers.
- '(19) Government should arrange the supply of food-grains regularly and that on foodgrains being so supplied, the employers are to supply foodgrains to their workers on no profit and no loss basis; bearing in addition, all expenses incurred in connection with the storage and distribution of foodgrains.
- (20) 75 per cent. of the average number of workers, who actually worked on an estate in the year 1st April, 1964 to 31st March, 1965, excluding the picking season, is to be made permanent. This recommendation does not amount to fixation of land-labour ratio.
- (21) Wage increases, etc., recommended by the Board are without prejudice to the existing amenities and benefits which are at present available to the workers.

P. M. MENON, Secy